Canada-New Brunswick Labour Market Agreement for Persons with Disabilities

Annual Report
2008-2009

Labour Market Agreement for Persons with Disabilities: 2008-2009 Annual Report

Introduction

The Canada-New Brunswick Labour Market Agreement for Persons with Disabilities is a bilateral agreement that provides federal and provincial funding for the delivery of programs and services to persons with disabilities. Provincial programming under this agreement is intended to enhance the employability and labour market participation of working age persons with disabilities. In New Brunswick the Departments of Social Development, Post Secondary Education, Training & Labour, Health, and the Office of Human Resources have programs and services funded under this agreement.

The Government of New Brunswick fully supports and recognizes the importance of providing the necessary employment related supports to persons with disabilities to ensure that they are able to fully participate in all aspects of society. This agreement reflects the Government's previous endorsement of *In Unison* (1998, 2000) and its continuing commitment to advancing the inclusion of persons with disabilities in the labour market which is identified as one of the building blocks of *In Unison*.

Background

On December 5, 2003, Ministers Responsible for Social Services approved the Multilateral Framework for Labour Market Agreements for Persons with Disabilities, which replaced the Employability Assistance for People with Disabilities (EAPD) initiative. The Multilateral Framework reaffirms the commitment of governments to work towards ensuring that persons with disabilities can participate successfully in the labour market. The goal of the Multilateral Framework is to improve the employment situation of Canadians with disabilities, by offering programming that is geared towards enhancing their employability and increasing the employment opportunities available to them.

The programs and services provided under this agreement address one or more of the priority areas of action that are identified in the Multilateral Framework for Labour Market Agreements for Persons with Disabilities. The Canada-New Brunswick Labour Market Agreement for Persons with Disabilities reflects the goals and principles of the Multilateral Framework and the priority areas outlined.

Priority Areas

Federal/Provincial Governments have identified the following priority areas in the Multilateral Framework:

a. **Education and Training**
   Improve the level of basic and post-secondary education and work-related skills for persons with disabilities.

b. **Employment Participation**
   Improve the labour market situation and independence of persons with disabilities through employment-related activities.

c. **Employment Opportunities**
Expand the availability, accessibility and quality of employment opportunities for persons with disabilities, in partnership with business and labour.

d. **Connecting Employers and Persons with Disabilities**
Enhance awareness of the abilities and availability of persons with disabilities and strengthen persons with disabilities' knowledge of labour market opportunities.

e. **Building Knowledge**
Enhance the knowledge base, which contributes to continuous improvement of labour market policies and programs for persons with disabilities.

Programs and Services

Department of Post Secondary Education, Training and Labour

Training and Employment Support Services (TESS) - Provided as part of the Employment Services Program, TESS is directed towards individuals with physical, intellectual, psychiatric or cognitive disabilities. The service will enable persons with disabilities to obtain or resume employment when it has been interrupted. The objective of TESS is to assist individuals with permanent or long-term disabilities to gain access to training and employment opportunities. The TESS component provides the following support services:

- Training benefits;
- Employment benefits;
- Job-crisis benefits;
- Adaptive and assistive benefits;
- Employment counseling/case management.

For the period between April 1, 2008 and March 31, 2009 there were 491 participants in this program and 100 participants obtained or maintained employment (where the program or service supports this activity) for the same period. The programming under TESS reflects the priority areas of **educational training** and **employment participation** through transitional supports to training and employment and job crisis supports.

Work Ability Program

The Work Ability Program provides workplace opportunities to individuals with an employment action plan. The program is meant to assist individuals in developing the skills necessary for permanent employment. The program provides wage subsidies to eligible employers who are willing and able to provide job experience as defined in an individual's employment action plan. Duration of placements may vary depending on the case plan. The objectives of the Work Ability Program are to:

- Provide unemployed individuals, who are being case managed, with appropriate skills to obtain work;
- Assist unemployed individuals, who are being case managed, with an opportunity for career exploration to establish a career goal;

- Assist unemployed individuals, who are case managed become eligible for Training Skills and Development or facilitate their access to academic upgrading (7-9);
- Provide unemployed individuals, who have long-term employment barriers and are case managed, with work experience to help them commit to a long-term employment action plan.

There were 100 participants in the Work Ability Program for the period between April 1, 2008 and March 31, 2009. One hundred (100) participants completed a program or service where there is a specific start and end point to the intervention. The programming under the Work Ability Program reflects the priority area of **employment participation** through facilitating labour market transitions and employment preparation.

Workforce Expansion (WE) Program – Wage Subsidy Component

The WE program provides wage subsidies to eligible employers (Private Sector Company, non-profit organization or First Nations) who are providing an opportunity for the client's skill development with the ultimate result being long-term sustainable employment. The program also aims at encouraging the hiring of New Brunswick's post-secondary graduates. The objectives of the WE program are:

- To stimulate the creation of long-term employment opportunities in the private sector;
- To assist unemployed individuals secure sustainable employment;
- To stimulate the hiring of identified target groups in New Brunswick.

There were 36 participants in the Workforce Expansion Program for the period between April 1, 2008 and March 31, 2009. 36 participants were successful in completing their program or service and all participants obtained or maintained their employment. The WE Program reflects the priority area of **employment opportunities** through providing supports and financial incentives for employers.

Student Employment and Experience Development Program (SEED)

The SEED program provides post-secondary students with employment experience through summer jobs, co-operative placements and self-employment opportunities.

This is accomplished through three components: Summer Employment Placements for which a wage subsidy is available to hiring employers, Student Entrepreneurship for which an interest-free loan of $3,000 is available to start a summer business and Co-op placements for which a wage subsidy is available. The objectives of the SEED Program are to:

- Provide students with employment related to their skills and education;
- Provide students with entrepreneurship experience;
- Provide students with work experience and exposure related to their skills and education (Co-operative placements).

During the period between April 1, 2008 and March 31, 2009 there were 52 participants in the Student Employment and Experience Development Program. All participants obtained summer employment. The activities under the SEED Program reflect the priority area of **employment participation** through facilitating labour market transitions and employment preparation.

Department of Health

Addictions - The Department of Health provides addictions services through 2 Regional Health Authorities. The overall goal is to reduce the human and economic costs by intervening with individuals, families, employers and community partners in order to stimulate the client to positively interact with their environment and become a healthy, fully functioning, productive individual. The objectives of the programming included are:

- To assist employed individuals in crisis to maintain their employment;
- To assist employed individuals not in crisis to prevent an employment crisis;
- To assist unemployed individuals to prepare for employment by initiating the recovery process and setting employment goals.

For the fiscal year April 1, 2008 to March 31, 2009 there were a total of 2205[1] people participating in the program/service and there were 1440[2] completing the detoxification program. Further, 66 people were employed as a result of the program intervention (reflects individuals that were unemployed at the time of intake and subsequently employed at discharge). There were 440 people that were sustained in their employment in the case of job crisis (this reflects those that were employed at intake and were still employed at discharge). These are cases that the discharge date was during the fiscal year April 1, 2008 to March 31, 2009.

The programs and services provided reflect the priority areas of **education and training** and **employment participation.**

Outpatient Programs - provide a series of outpatient services and programs for dependent individuals. The objectives of these programs are to:

- Assist employed individuals to maintain their employment;
- Assist unemployed individuals to prepare for employment;
- Assist unemployed individuals to be identified and referred to the appropriate employment agency;
- Conduct bio-psycho-social assessment including employment assessment;
- Provide individual and group employment counseling;
- Undertake multi-agency teaming;
- Provide aftercare.

For the period between April 1, 2008 and March 31, 2009 there were 2552[3] people participating in a program or service/receiving employment related services and there were 967[4] people completing a program, 171[5] employed as a result of the program intervention and 736[6] people sustained in employment as a result of the intervention. The number of people employed as a result of the intervention (171) reflects those who were unemployed at the time of intake and

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[1] Calculation of number of people includes individuals receiving services within the fiscal year rather than admissions within the fiscal year.
[2] Discharge within the fiscal year
[3] Calculation of number of people includes individuals receiving services within the fiscal year rather than admissions within the fiscal year.
[4] Discharge within the fiscal year
[5] Discharge within the fiscal year
[6] Discharge within the fiscal year

subsequently employed at the time of discharge. The number of people sustained in employment 736 were employed at the time of intake and employed at the time of discharge.

The programs and services provided under this program reflect the priority areas of **education and training** and **employment participation.**

Short-term Residential Programs - provide short-term (1 day to 4 weeks) intensive addiction treatment in a residential setting for dependent clients who need more support than outpatient services. The objectives of these programs are to:

- Assist employed individuals to maintain their employment;
- Assist unemployed individuals to prepare for employment by completing the recovery process;
- Provide on-going employment assessment;
- Refer to other employment agencies;
- Provide group and individual employment counseling;
- Undertake multi-agency teaming.

For the period of April 1, 2008 to March 31, 2009 there were 159[7] people participating in a program or service/receiving employment or training related services with 82[8] people completing a program. The programs and services reflect the priority areas of **education and training and employment participation.**

Long-term Residential Programs - provide long-term (6 months) residential care for dependent clients who lack community supports and resources. The objectives of these programs are to:

- Assist unemployed individuals to prepare for employment by providing employment counseling and completing the recovery process;
- Provide job readiness training;
- Provide on-going employment assessment;
- Refer to other employment agencies;
- Undertake group and individual counseling;
- Provide educational programming;
- Undertake multi-disciplinary teaming;
- Promote family involvement as appropriate.

For the period of April 1, 2008 to March 31, 2009, 102 people participated in a program or service and 43 people completed a program or service. The program and services do not have a specific start and end point and the calculations carry-over between fiscal years. The programs and services provided reflect the priority areas of **education and training** and **employment participation**.

Mental Health Services - mental health services are provided through 14 Community Mental Health Centers (serving 2 Health Regions), 8 Psychiatric Units within Regional Hospitals and 2 Psychiatric Hospitals. The overall objective of Mental Health Services is to assist people to

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[7] Calculation of number of people includes individuals receiving services within the fiscal year rather than admissions within the fiscal year.
[8] Discharge within the fiscal year

lead full and satisfying lives in the community. The goal of Mental Health Services is to improve, restore and/or maintain the mental and emotional well-being of the citizens. Programs and/or services are provided in the following areas:

- Prevention;
- Treatment;
- Rehabilitation;
- Maintenance;
- Promotion.

Mental Health Services are provided in many aspects of the "Employability Continuum" from preparation for employment to finding employment and/or to employment maintenance. Interventions include:

- Life skills development;
- Social skills development;
- Coping with job related stress;
- Case management;
- Rehabilitation support;
- Rehabilitation supplies;
- Partnering with community agencies who offer vocational programs.

Early Psychosis Program - works within a biopsychosocial framework. The interdisciplinary team works in therapeutic partnership with the client, his/her family, and other involved professionals. Intervention is aimed at treating the client's primary psychotic symptoms. Practical educational and supportive approaches are used to empower clients and their families to cope with a first episode of psychotic illness. The goal of early intervention is to reduce the degree of disruption created by the illness, maximizing recovery potential. The goals of the Early Psychosis Program include the following:

- Promote early recognition/identification of psychosis;
- Provide the best available treatment to individuals with psychosis at the earliest possible point in their illness;
- Promote recovery and prevention of persistent disability;
- Improve the quality of life of persons affected with psychosis and their families;
- Develop a model for best practice in the diagnosis, treatment and evaluation of psychosis.

For the period between April 1, 2008 and March 31, 2009 there were 1658[9] people participating in a program or service, or receiving employment or training related services. Further there were 801 people completing a program or service during this time period. Also, during this time period there were 457 people employed as a result of a program or service and 1881 people sustained in employment in the case of job crisis. The programs and services reflect the priority areas of **education and training** and **employment participation**.

Adult Psychiatric Units - provide assessment, treatment and rehabilitation to adult clients who are suffering from an acute psychiatric disorder either through an inpatient and/or day program service. The day program service is an ambulatory alternative to full inpatient care for clients

[9] Total reflects some individuals that may be double counted

who require more intensive treatment than can be provided in the community and yet whose illness is not sufficiently severe as to require full hospitalization.

The objective is to assess and treat the acute psychiatric disorder resulting in preventing further dysfunction or chronicity, reducing rehabilitation needs, promoting illness management, returning to pre-morbid levels of functioning and a prompt return to the community.

The units provide specialized services delivered in a holistic continuum by various service providers where employment elements are integrated. Programs are aimed at helping clients manage the symptoms of their illness, increasing various skills such as communication, problem solving, coping, vocational, recreational and social.

For the period between April 1, 2008 and March 31, 2009 there were 1195 participants in a program or receiving service from the adult psychiatric units. The programs and services reflect the priority areas of **education and training** and **employment participation.**

Office of Human Resources

Equal Employment Opportunity Program **(One year term placements)**

This program provides Aboriginals, **persons with disabilities** and members of a visible minority with equal access to employment, training and promotional opportunities in the New Brunswick Public Service. The objective is to provide a more balanced representation of qualified persons from the designated groups in the Public Service by helping individuals find meaningful employment with opportunities for advancement. The objectives of the EEO program are to:

- Administer a special hiring fund, which provides financial assistance to departments or employers under parts I & II hiring individuals under the program;
- Maintain an inventory of Aboriginals, **persons with disabilities** and members of a visible minority job seekers;
- Supply information to Human Resource personnel in government departments when attempting to fill temporary, short term or regular positions when applicable.

As of March 31, 2009 there were 254 persons with disabilities registered under the EEO Program. In the period of April 1, 2008 to March 31, 2009 there were 13[10] persons with disabilities that benefited from a term placement (maximum of two years) through the EEO Program. Further, 3 persons with disabilities completed their term placements and 2 persons with a disability were retained after the completion of their term placement. The program reflects the priority areas of **employment opportunities** and **connecting employers** and **persons with disabilities.**

[10] Includes all placements (new entries and carry-overs from previous fiscal year).

Department of Social Development

Case management - The Department delivers integrated, comprehensive and individualized case management services to clients. Case planning begins with a comprehensive assessment of client needs. Case plans build on the strengths of clients and are mutually agreed upon with the case management team. The department offers a varied menu of benefits and services that may be selected by staff and the client as required to meet the needs of clients. The career development opportunities that may be included in the case plan include:

- Personal development (i.e. communication skills, budgeting, problem solving, goal setting);
- Literacy – basic, intermediate and senior levels;
- Basic computer skills;
- Life skills;
- Career Counseling;
- Employment preparation;
- Just-in-time training;
- On-the-Job training;
- Training and employment related special benefits.

For the period between April 1, 2008 and March 31, 2009 there were 750 participants in a program or service being actively case managed. Further, 167 clients exited the caseload during the same time period. The programs and services reflect the priority area of **education and training**.

Father J. Angus MacDonald Centre – provides the participants access to learning the living and lifeskills necessary for an independent life in the community of their choice. The Centre is an independent intermediate step between institutional living and independent community living. The Centre's mission is to provide, to adults with physical disabilities, the opportunities to plan and prepare for mainstream life, by rebuilding their instrumental and interpersonal survival skills. Many young adults with physical disabilities reside at the Centre to find the opportunities, the training, the tools and support they need to take control of and be responsible for their own life. The Centre provides the following interventions/services to individuals through a transitional living program:

Orientation
Money management
Home Management
Activities of Daily Living
Mobility
Vocational
Personal Management
Functional Skills
Social Skills
Communication
Consumer Affairs

Many participants have completed the program and are now living on their own, directing their support services, participating in gainful employment and enjoying partnership in their community. For the period of April 1, 2008 and March 31, 2009 there were 36 individuals at the Centre, 26 of whom were participating in a program or service. During this same time frame, six people completed the program and went on to live independently in the community.

Expenditure Summary for All Programs and Services

Program/Service	Provincial Expenditure
Post Secondary Education, Training and Labour	
Training and Employment Support Services for Persons with Disabilities	$3,207,066
Work Ability Program	$704,997
Workforce Expansion Program	$336,413
Student Employment and Experience Development Program	$210,473
Health	
Addictions	$6,408,584
Mental Health Services	$5,262,098
Adult Psychiatric Units	$3,394,223
Early Psychosis Program	$88,025
Office of Human Resources	
Equal Employment Opportunity Program	$322,382
Social Development	
Case Management	$200,000
Father J. Angus MacDonald Centre	$1,154,644
Administrative Costs	
Post-Secondary Education, Training & Labour	$31,924
Health - Addiction Services	$183,673
Health – Mental Health Services	$283,172
Total Expenditures	$21,787,674

The Labour Market Agreement for Persons with Disabilities is a cost-shared agreement with Human Resources and Social Development Canada (HRSDC). The programming undertaken in the fiscal year 2008-2009 totaled $21,787,674 with HRSDC contributing $5,950,848 and the province contributing $15,836,826.

Measuring Outcomes

Program Indicators:

- Number of participants in program and services;
- Number of participants completing a program or services where there is a specific start and end point to the intervention;
- Number of participants who obtained or were maintained in employment where the program or service supports this activity.

Not all programs and services included in the New Brunswick annual plan will have data available for all program indicators however Departments may choose to report on other indicators that are appropriate to their programs and services that are included in the annual plan. Program indicators are included in previous sections of the report along with relevant program descriptions.

Societal Indicators:

- Education attainment of working age persons with disabilities;
- Labor force participation of working age persons with disabilities;
- Employment Income of working age persons with disabilities.

The societal indicator data attached is provided from the federal government and has been extracted from the Survey of Labour and Income Dynamics (SLID). SLID is the first Canadian household survey to provide national data on the fluctuations in income that a typical family or individual experiences over time which gives greater insight on the nature and extent of poverty in Canada. Since their family situation, education, and demographic background may play a role, the survey has extensive information on these topics as well. Disability status in SLID is self-reported based on answers to questions addressing activity limitations at work and home.

Appendix A

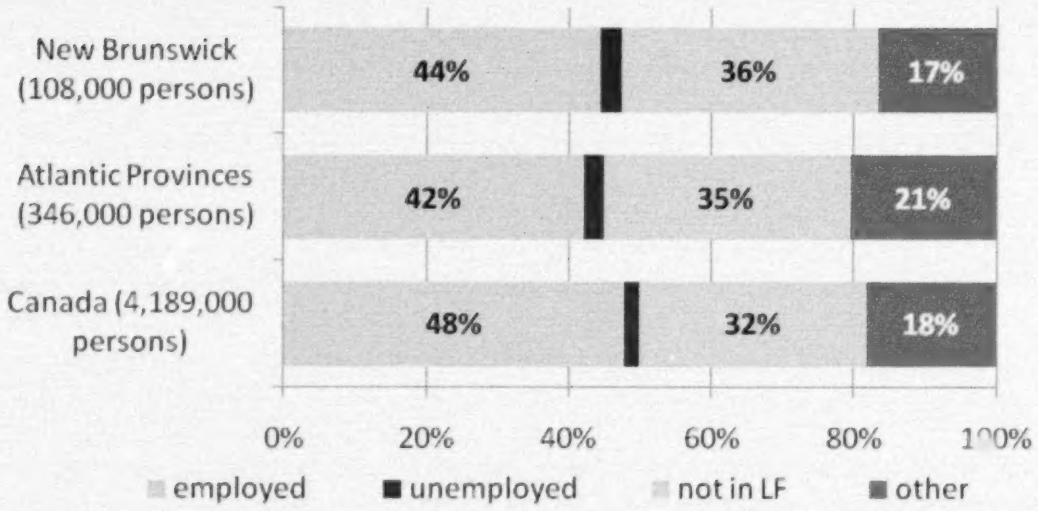
The following section of this report will provide charts describing social and economic characteristics which help define any population whether disabled or not. In order to contextualize the socio-economic situation of disabled persons in New Brunswick, these charts will compare certain socio-economic variables for both the disabled and the non-disabled population. Labour force attributes of each population will be described, such as the percentage of those who are and are not benefiting from labour force opportunities. Economic characteristics including the proportion of citizens with earned income, the average annual earnings, comparison of the level of earnings of disabled individuals with non-disabled individuals as well as an illustration of the distribution of income among the two populations will be presented. The level of education achieved by our citizens will be described as well.

Although the baseline LMAPD report used data from the Participation and Activity Limitations Survey (PALS), charts for more recent reports are constructed of data provided by Social Development Canada (SDC) as custom ordered from Statistics Canada's Survey of Labour and Income Dynamics (SLID). SLID is a household survey whose universe includes all Canadians living in the ten provinces that are not living in institutions, Indian reserves or in military barracks. Samples for SLID are selected from the monthly Labour Force Survey (LFS) and thus share its area frame as well as its stratified, multi-stage probability sampling method.

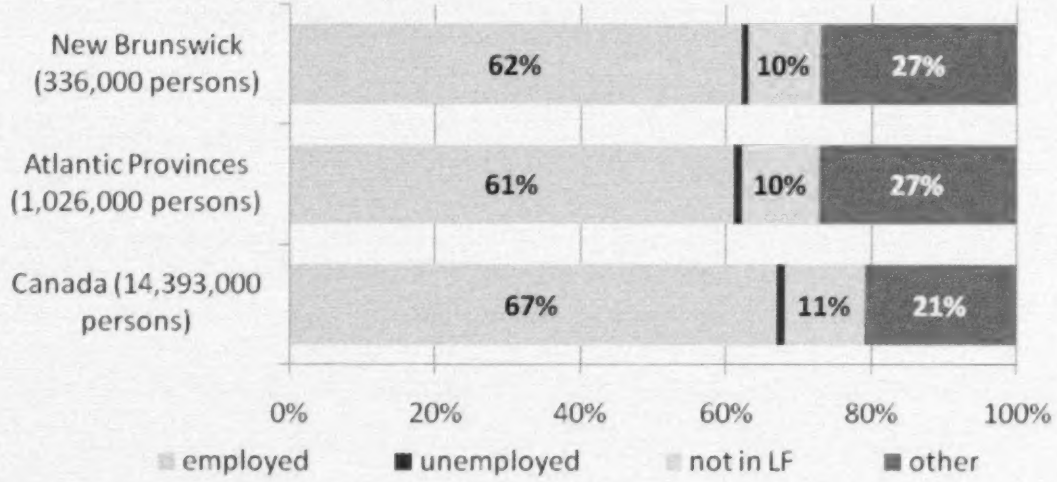
Despite the fact that the previous reports use the same data source, revisions to the weights used by SLID have produced different estimates for the same years of data. Statistics Canada produces weights on the basis of population projections models designed by their Demography Division. When population projection models are updated they affect how the weights are calculated. While the impact of these changes in sampling weight is minimal at the national level, they are of greater consequence when applied to smaller populations due to the higher variability of these more limited samples. New Brunswick's data for disabled persons is different in this year's report than in other years as these newer figures were noticeably affected by changes in the calculation of the weights used in the SLID.

Concepts of Income in this survey include: income from earnings, market income, total income as well as after-tax income. Incomes from earnings include all wages, salaries and commissions, including those from self-employment situations. Earnings are only one component of market income which typically also includes income from investments. Total income refers to market income plus income from government transfer payments such as the various Child Tax benefits, the HST tax credit, payments from Canada Pension Plan (CPP), Employment Insurance (EI), Social Assistance (SA), Old Age Security (OAS), Guaranteed Income Supplement (GIS) as well as money from worker's compensation settlements. After-tax income is total income minus income tax payments.

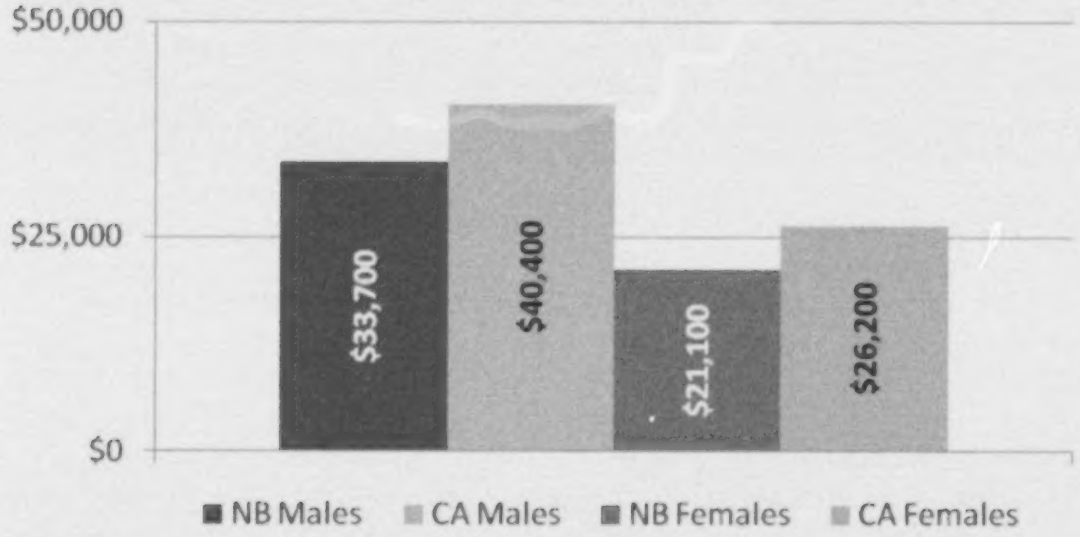
Labour Force Status of Persons 16 to 64 Yrs with Disabilities - 2007



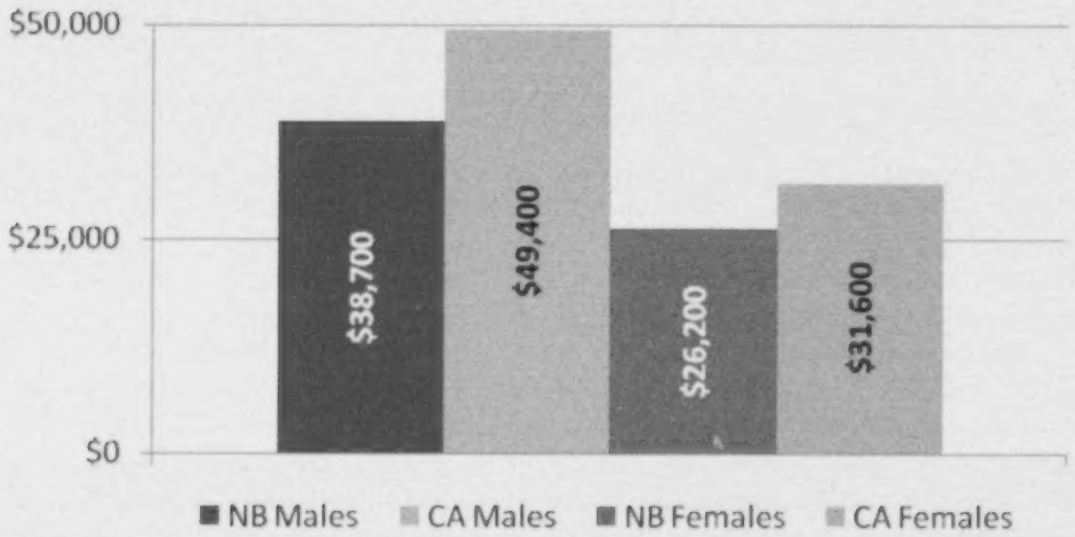
Labour Force Status of Persons 16 to 64 Yrs without Disabilities - 2007



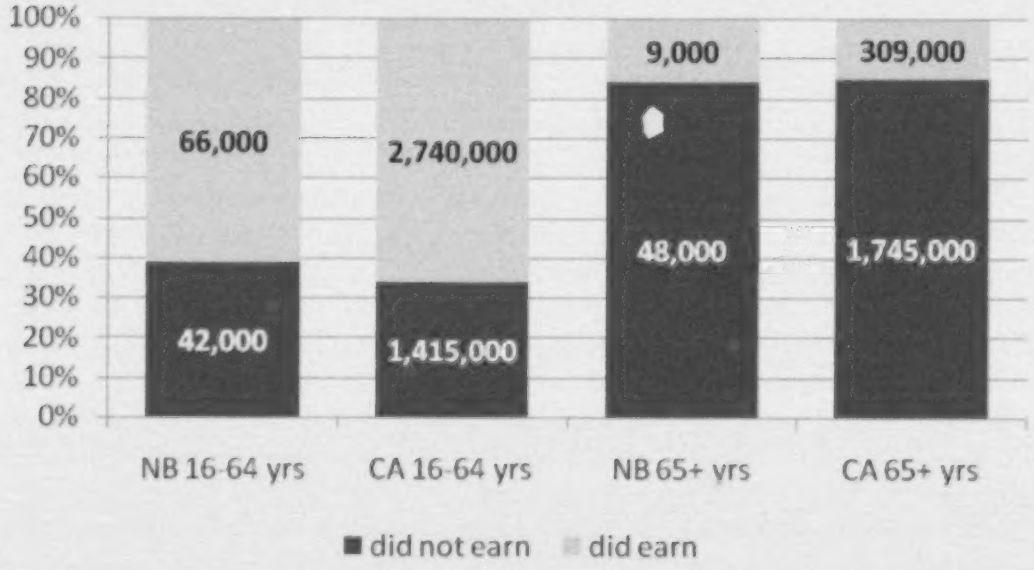
Average Individual Earnings of Persons 16 to 64 Yrs With Disabilities, Canada & New Brunswick , 2007



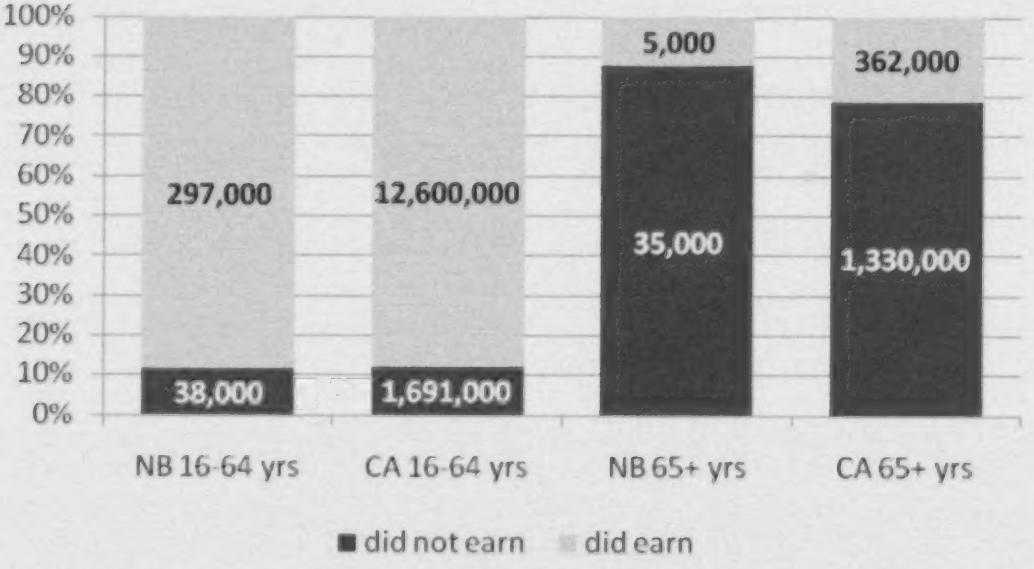
Average Individual Earnings of Persons 16 to 64 Yrs Without Disabilities, Canada & New Brunswick, 2007



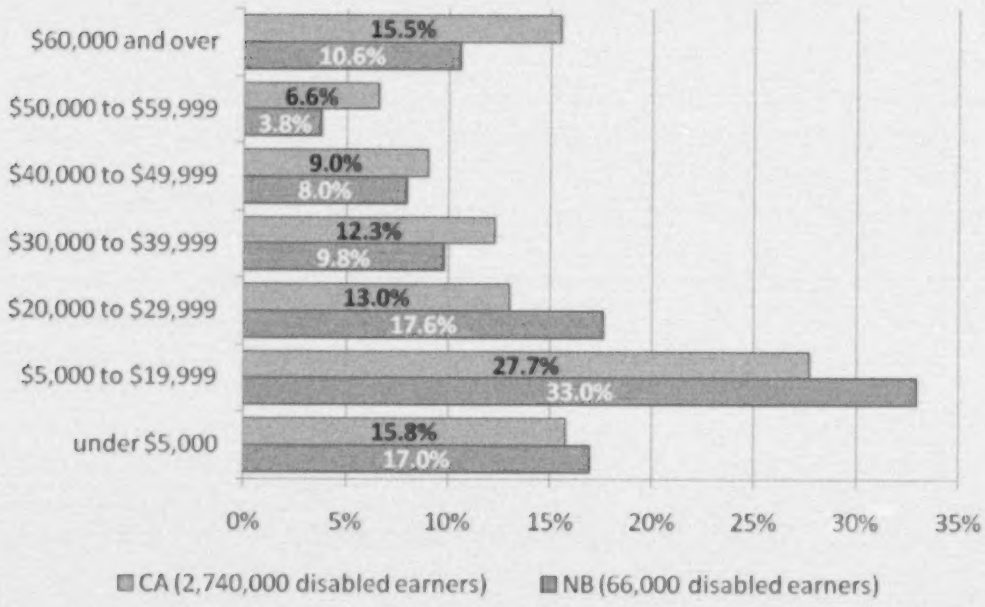
Status of Earnings of Persons With Disabilities by Age Group, Canada & New Brunswick, 2007



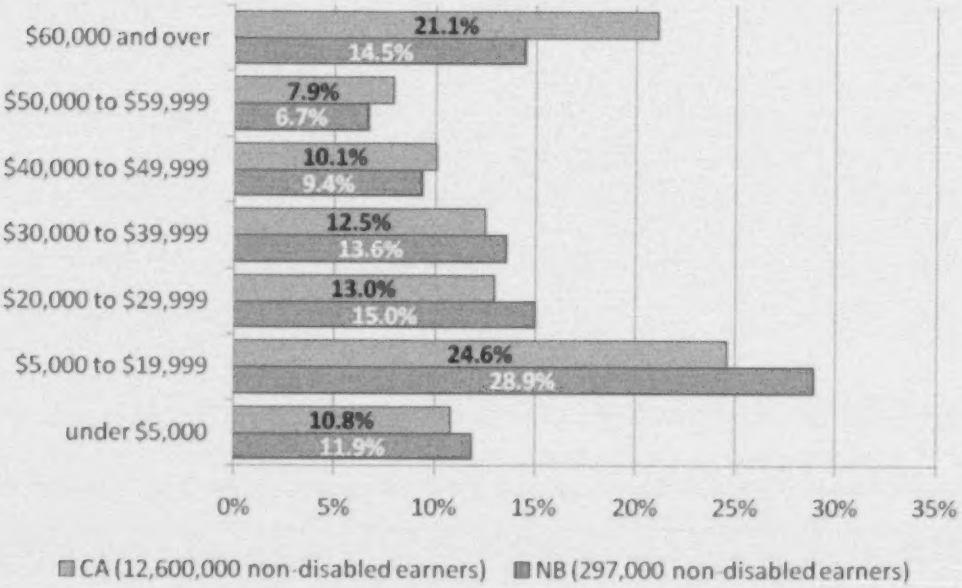
Status of Earnings of Persons Without Disabilities by Age Group, Canada & New Brunswick, 2007



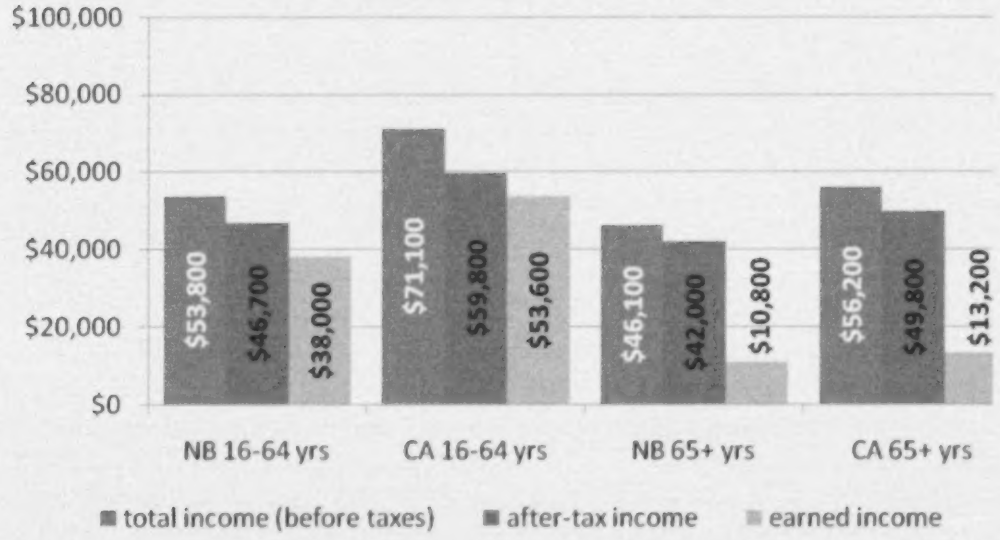
Distribution of Earnings Among Disabled Earners
16 to 64 Yrs , Canada & New Brunswick, 2007



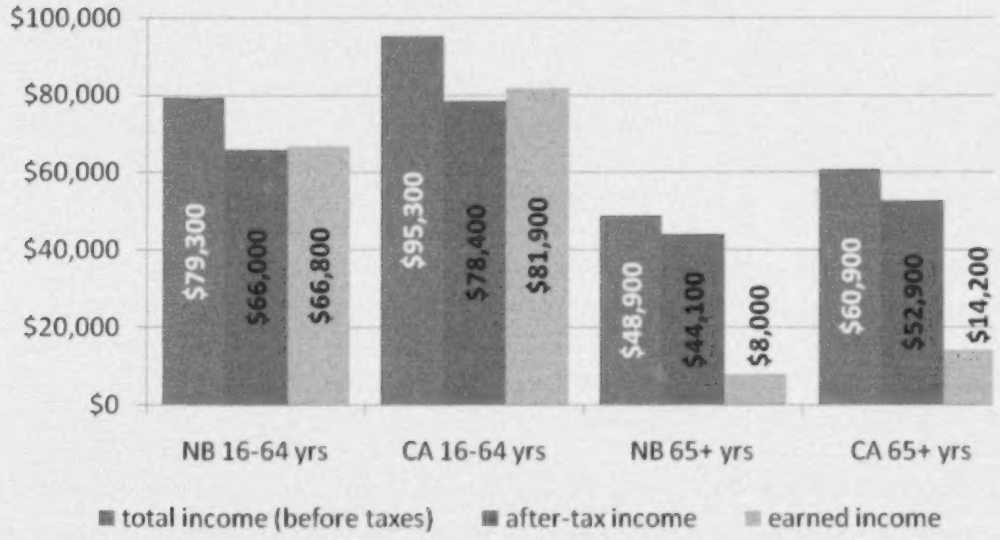
Distribution of Earnings Among Non-Disabled Earners
16 to 64 Yrs , Canada & New Brunswick, 2007



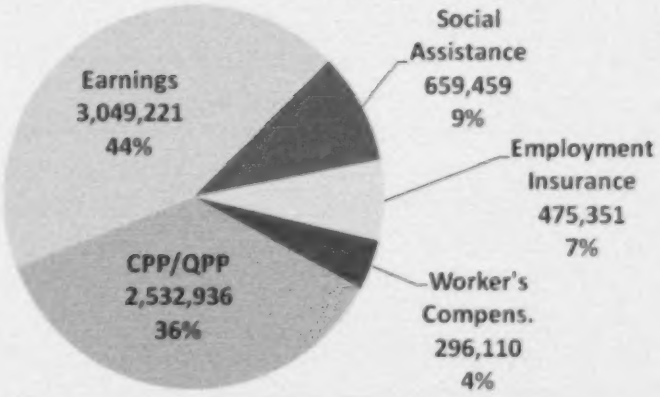
Average Household Income of Households With Disabled Person(s) Canada & New Brunswick, 2007



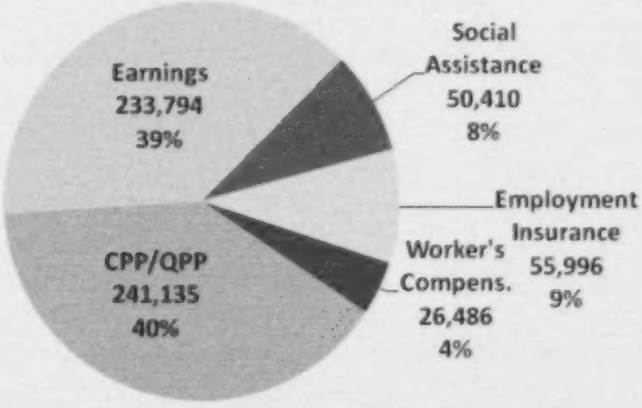
Average Household Income of Households Without Disabled Person(s) Canada & New Brunswick, 2007



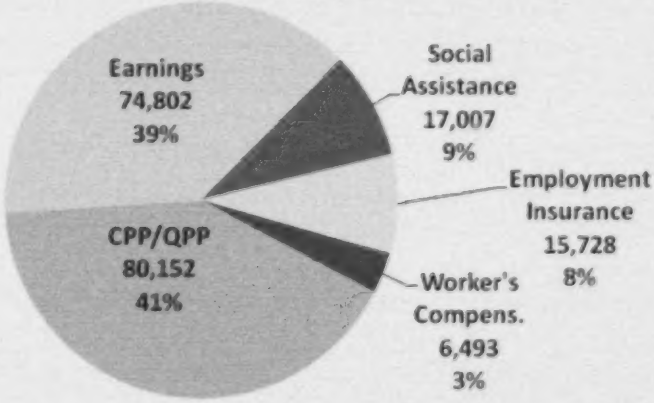
Sources of Income of Disabled Persons in Canada, 2007

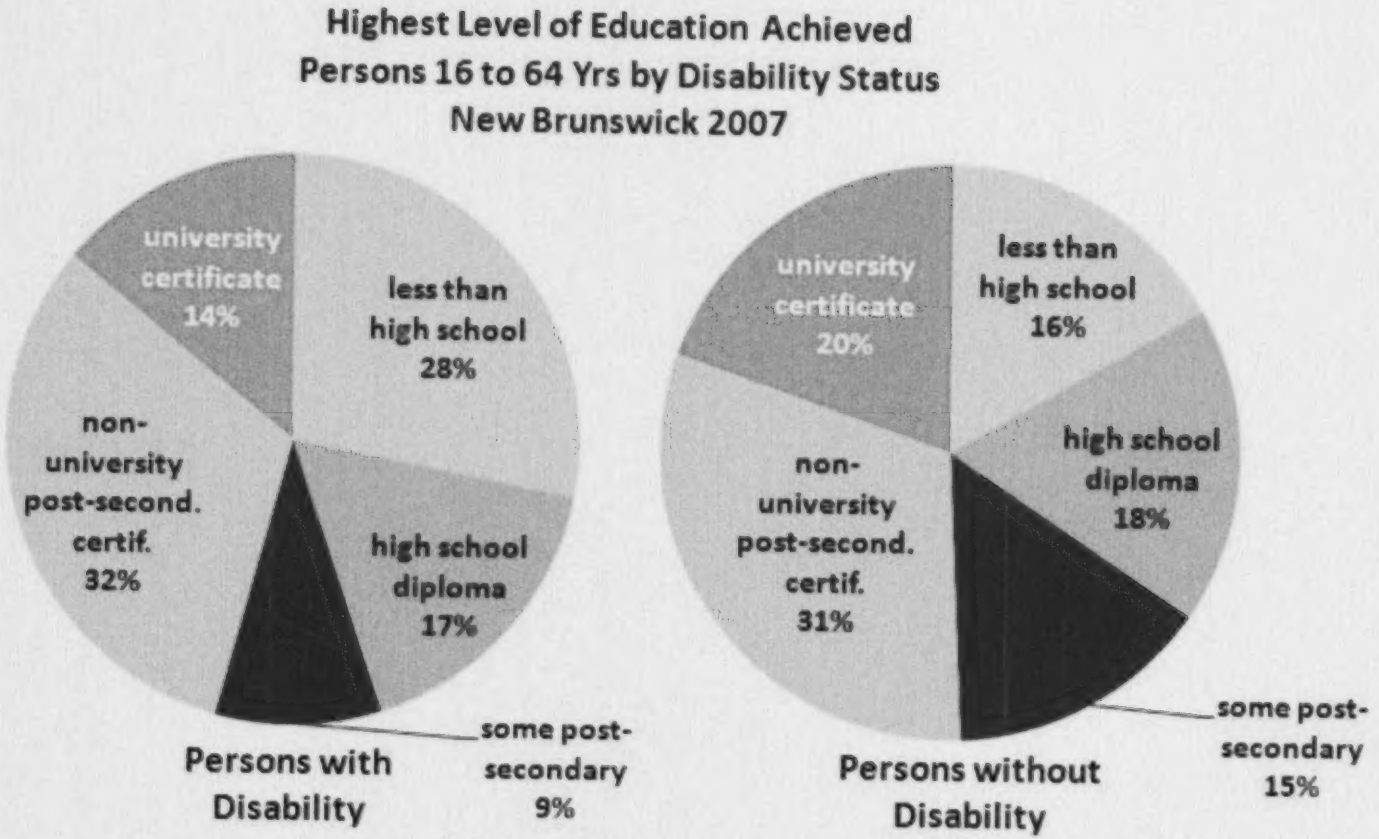


Sources of Income of Disabled Person in the Atlantic Provinces, 2007



Source of Income of Disabled Persons in New Brunswick, 2007




Highest Level of Education Achieved
Persons 16 to 64 Yrs by Disability Status
New Brunswick 2007
university certificate 14%
less than high school 28%
non-university post-second. certif. 32%
high school diploma 17%
some post-secondary 9%
Persons with Disability
university certificate 20%
less than high school 16%
non-university post-second. certif. 31%
high school diploma 18%
some post-secondary 15%
Persons without Disability